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# Cleveland Community Police Commission

# 2025 Annual Report

From Foundation to Action

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Rebuilding with  
purpose.

Leading with  
authority.

Serving Cleveland  
with resolve.



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## A Letter From the Executive Director

**“What happens to any of us, anywhere in the world, had better be the business of all of us.”**

**— Mamie Till-Mobley**

To the residents of Cleveland, the members of this Commission, and all who believe in the promise of accountable public safety:

I accepted the role of Executive Director of the Cleveland Community Police Commission in January 2026 with a clear understanding that this work would be complex, demanding, and deeply important. What became immediately clear was not only the scope of that responsibility, but the urgency of the moment. In just a few short months, this Commission has navigated significant operational challenges, asserted its independence, and responded to one of the most consequential developments in Cleveland’s police accountability landscape in a decade: the joint motion to terminate the federal Consent Decree.

While this report reflects the Commission's work throughout 2025, I write from the perspective of a new Executive Director inheriting both its accomplishments and its challenges.

I share this not to emphasize difficulty, but to underscore what this Commission has already begun to build — and why our work remains essential.

When I arrived, the Commission was operating with one of eight funded positions filled, a backlog in the community grants program, and limited administrative infrastructure. Since then, we have taken deliberate and focused steps to strengthen this institution: hiring key staff, reactivating the grants program in partnership with United Black Fund, advancing leadership recruitment, and initiating the relocation of our office to better serve the public.

We have strengthened internal operation, engaged Cleveland City Council in support of a sustainable budget, and begun developing a strategic plan grounded in our core pillars — Discipline, Policy Review, and Community Engagement.

These are not simply operational milestones. They are the foundation of a Commission that is building its capacity, strengthening its voice, and growing into its mandate.

## A Letter From the Executive Director

At the same time, the Commission took an active role in the federal Consent Decree proceedings — filing an amicus brief and a motion to intervene to ensure that the voices and experiences of Cleveland residents are part of that conversation. The Consent Decree has served as a critical framework for reform. Its potential conclusion raises important questions — but it does not change our purpose. Our response is not uncertainty; it is preparation.

As we have worked to establish that foundation, we have also been called to affirm the authority granted to this Commission by the people of Cleveland through Charter Amendment §115-5. That has included addressing questions about our ability to retain independent legal counsel and ensuring that our role remains both meaningful and effective.

### OUR GUIDING COMMITMENT

The Charter is our authority. The community is our mandate. Both endure. Our focus is clear: to ensure that every Clevelander can have confidence that this Commission is carrying out its responsibilities with independence, integrity, and purpose.

This work is not defined by a single year or milestone. It is ongoing. And we will measure our success not just by what we produce, but by whether the people of this city can see and feel the impact of our work.

In recent months, residents have continued to show up — to meetings, to forums, and to conversations about the future of policing in Cleveland. Commissioners have approached this work with thoughtfulness and care. Staff have stepped into their roles with commitment and purpose.

The road ahead will require continued effort. But we are moving forward — with clarity, with purpose, and together.

In service and solidarity,

**Shalenah “Shelly” Williams**

Executive Director, Cleveland Community Police Commission

## A Message from the Co-Chairs

Cleveland,

2025 was not an easy year to begin. We arrived as a newly reconstituted Commission inheriting an institution that had operated for months without permanent executive leadership, with critical staff positions unfilled, and amid a sustained political effort to limit the authority that the people of Cleveland voted to give this body.

**We chose not to be deterred. We chose to build.**

Through a team-building retreat, structured committee assignments, and a shared commitment to the values that guide this work, we established the foundation for the most substantive year of oversight this Commission has yet delivered under its expanded Charter authority. In 2025, the CPC reviewed and approved more than nine General Police Orders, advanced eleven training programs, conducted its first-ever evidentiary hearing, finalized the Brady-Giglio review process, reactivated the community grants program, and participated in national conferences to ensure Cleveland's oversight model reflects best practices in the field.

### **HISTORIC FIRST**

That first evidentiary hearing — held October 6, 2025 — was not simply a procedural milestone. It was proof. Proof that the CPC's authority under Charter §115-5 is not theoretical. It is real, it is functional, and it will continue to be exercised on behalf of the people of Cleveland.

We also faced significant headwinds in 2025. Access to records remained contested. Commission vacancies delayed our work in the first quarter. And the prospect of Consent Decree termination — before compliance has been fully achieved — demanded our active engagement in federal proceedings. We did not step aside. We filed an amicus brief. We moved to intervene. We made clear that the community will have a voice in this process.

What 2025 demonstrated above all else is that this Commission — when properly seated, supported, and led — is capable of doing exactly what the people of Cleveland asked us to do.

We enter 2026 with renewed leadership, a clear strategic direction, and an unshaken commitment to the mission: to ensure that policing in Cleveland is constitutional, accountable, equitable, and answerable to the public it serves.

**In service,  
Co-Chairs Sharena Zayed &  
Dr. John Adams**

## Background: Why the CPC Exists

### Our Origin

On November 29, 2012, 13 Cleveland Division of Police officers fired 137 shots into the car of Timothy Russell and Malissa Williams — two unarmed individuals — killing them both. The incident prompted a 21-month Department of Justice investigation that found a systemic pattern of excessive force within the Cleveland Division of Police.

In 2015, the City of Cleveland and the DOJ entered into a federal Consent Decree — a binding agreement requiring fundamental reforms in officer training, use of force, accountability, and department policy. The CPC was created as part of that agreement to serve as a bridge between the City, the Division of Police, and the community it polices.

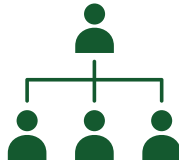
### Issue 24: Expanded Authority

In November 2021, Cleveland voters approved Issue 24 — Charter Amendment §115-5 — with nearly 60% of the vote. The measure transformed the CPC from an advisory body into one of the most empowered civilian oversight agencies in the country, granting final authority over:

- Police policy — all General Police Orders require CPC approval
- Officer training — CPC has final authority over all training curricula
- Discipline and disciplinary appeals — CPC conducts evidentiary hearings with final binding authority
- Officer hiring and firing — CPC recommends and evaluates candidates for command positions

## Background: Why the CPC Exists

### The Accountability Ecosystem



Multiple entities work together to ensure constitutional policing in

Cleveland. Understanding their distinct roles clarifies where the CPC fits — and why its independence matters.

|  |  |  |
|--|--|--|
| <p><b>Judge Solomon Oliver Jr.</b></p> <p>Oversees Consent Decree compliance; the only authority who can terminate the Decree once requirements are met. Appoints the Federal Monitoring Team.</p> | <p><b>Monitoring Team</b></p> <p>National and local experts who independently assess CDP progress, publishing semi-annual public reports with findings and recommendations.</p>    | <p><b>Police Accountability Team</b></p> <p>Housed in the Mayor’s Office. Coordinates city-level Consent Decree compliance, working closely with the Federal Monitoring Team and the DOJ.</p>    |
| <p><b>Office of Professional Standards</b></p> <p>Receives and investigates citizen complaints against CDP officers. Presents findings to the Civilian Police Review Board.</p>                    | <p><b>Civilian Police Review Board (CPRB)</b></p> <p>Reviews OPS investigations and determines whether policy violations occurred. Issues disciplinary recommendations to CDP.</p> | <p><b>Cleveland Community Police Commission</b></p> <p>The final step. Conducts evidentiary hearings, issues binding disciplinary decisions that must be implemented by the Chief of Police.</p> |

## Our Purpose

The CPC was created to ensure that Cleveland residents have a meaningful voice in shaping public safety and police accountability.

At its core, the CPC exists because effective public safety requires public trust. Building that trust means creating systems that are transparent, accountable, and informed by the experiences of the people they serve. The CPC helps bridge the gap between community members and law enforcement by ensuring that residents have a seat at the table and a voice in decisions that impact public safety.

### **Working Together to Strengthen Police Accountability**

The CPC's work is part of a larger effort to strengthen public trust and support lasting police reform in Cleveland. While the Commission serves as the final authority on police policy, training, and discipline under Cleveland's Charter, meaningful oversight cannot be achieved by any one entity acting alone.

The CPC works collaboratively with the Cleveland Division of Police (CDP), the City of Cleveland, the Office of Professional Standards (OPS), the Civilian Police Review Board (CPRB), the Monitoring Team, the U.S. Department of Justice, and community stakeholders to advance constitutional policing and accountability. Each organization plays a unique role in the reform process, bringing different expertise, responsibilities, and perspectives to the table.

This collaborative approach creates a system of checks, balances, and shared accountability. The City and CDP are responsible for implementing reforms. The Monitoring Team evaluates progress and provides independent assessments. The Department of Justice and the Court have historically provided oversight and accountability through the Consent Decree process. Community members share lived experiences and identify areas for improvement. The CPC ensures that community voices remain central to these efforts while exercising its independent oversight authority.

Although the Commission has final authority in key areas, its goal is not to work in isolation. Successful oversight depends on open communication, mutual accountability, and a shared commitment to improving public safety outcomes for all Cleveland residents.

## Our Purpose

As Cleveland continues its progress toward sustainable reform, the CPC remains committed to working alongside its partners to help ensure that improvements are meaningful, durable, and trusted by the community. Lasting success will be measured not only by compliance with reform requirements, but by the strength of the systems, relationships, and accountability structures that remain in place long after federal oversight ends.

### Community-Driven Oversight

The Commission's work extends beyond reviewing policies and conducting hearings. Through public meetings, community events, surveys, workgroups, and partnerships with neighborhood organizations, the CPC gathers feedback from residents across Cleveland and ensures those perspectives help shape policing practices and accountability systems. Community engagement is not simply one aspect of the Commission's work—it is the foundation of it. By listening to residents, elevating community concerns, and creating opportunities for meaningful participation, the CPC helps ensure that oversight remains responsive to the people it serves.

### Our Mission

To provide Cleveland residents with a meaningful seat at the table by promoting transparency, accountability, and community-driven oversight of policing. Through independent review of police policy, training, and discipline, the CPC works to strengthen trust between law enforcement and the communities they serve while advancing constitutional, equitable, and effective public safety practices.

### Our Vision

To be a leading model for civilian oversight by demonstrating how meaningful community involvement, independent accountability, and transparent decision-making can create safer communities and stronger public trust. We envision a future where every resident feels empowered to participate in public safety discussions and where oversight serves as a foundation for lasting, sustainable reform.

As Cleveland continues its journey toward constitutional policing, the CPC remains committed to ensuring community voices are heard, respected, and reflected in the policies and practices that shape public safety. Through oversight, accountability, and engagement, the Commission works to help build a safer, more transparent, and more trusted public safety system for all Clevelanders.

## Background: 2025 at a Glance

|   |   |  |  |
|---|---|--|--|
| <b>1</b><br><b>Historic First</b><br><b>Evidentiary</b><br><b>Hearing</b> | <b>11</b><br><b>Training Programs</b><br><b>Reviewed &amp;</b><br><b>Approved</b> | <b>9+</b><br><b>General Police</b><br><b>Orders</b><br><b>Approved</b> | <b>41</b><br><b>Community Grant</b><br><b>Recipients (2024–25)</b> |
|---|---|--|--|

| Metric                     | 2023  | 2024               | 2025                     | Trend              |
|----------------------------|-------|--------------------|--------------------------|--------------------|
| Full Commission Meetings   | 20    | 14                 | ~18                      | ↑ Recovering       |
| Committee Meetings Held    | 43    | 58                 | 60+                      | ↑ Sustained growth |
| GPOs Reviewed/ Approved    | 0/0   | 15/12              | 9+/9+                    | ↑ Active oversight |
| Training Programs Approved | 0/0   | 24/24              | 11/11                    | Ongoing cycle      |
| Discipline Petitions Filed | 1     | 4                  | Multiple                 | ↑ Increasing       |
| Evidentiary Hearings Held  | 0     | 0                  | 1                        | ★ First in History |
| Community Grants Awarded   | 26    | TBD (backlog)      | 41 (2024-2025 combined)  | ↑ Reactivated      |
| National Conferences       | 2     | 2                  | 2 (NOBLE, NACOLE)        | Maintained         |
| Permanent ED Seated        | -     | No                 | Yes (Sworn in Jan. 2026) | New                |
| Commissioner Seats Filled  | 13/13 | 6/13 by year's end | 12/13                    | ↑ Reconstituted    |

## Committee Work in Review



### Accountability Committee

Chair: Commissioner Shandra Moreira-Benito

Members: Commissioners Nelson, Kincaid, Mason, Chura

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#### HISTORIC MILESTONE

**October 6, 2025**

The Accountability Committee’s case review directly enabled the CPC’s first-ever evidentiary hearing to take place — the first time in Cleveland’s history that civilian oversight exercised full, binding disciplinary authority over a sworn officer. After reviewing case materials and questioning the Director of Public Safety on the basis for the disciplinary decisions, the Commission voted to uphold the City’s determinations. Regardless of the outcome, the hearing demonstrated the Commission’s ability to exercise its Charter authority through a structured and transparent process.

The Accountability Committee carries one of the CPC’s most consequential mandates: ensuring that when officers violate policy, consequences are proportional, consistent, and transparent. In 2025, this Committee moved the Commission from a body with disciplinary authority on paper to one that exercises it in practice.

- Created a centralized discipline database to track complaints and outcomes, enabling pattern recognition and data-driven oversight.
- Conducted detailed case reviews examining body-worn camera footage and investigative materials before voting on advancement to full Commission.
- Forwarded a case to the full Commission, resulting in the CPC’s first-ever evidentiary hearing on October 6, 2025. The framework had finally been put to use - not in theory, but in practice.
- Finalized the Brady-Giglio process — identifying officers whose credibility may be compromised by prior conduct.

#### LOOKING AHEAD

- Expand and maintain the discipline database
- Increase volume of case reviews before Committee
- Further refine Brady-Giglio accuracy and fairness standards

## Committee Work in Review



### Rules Committee

Chair: Commissioner Tera Coleman

Members: Commissioners van Lier & Zayed

#### WHY THIS MATTERS

The Rules Committee's work ensures that when the CPC exercises its final disciplinary authority, it does so through a process that can withstand legal scrutiny, earn public trust, and protect the rights of all parties.

For the CPC to exercise its disciplinary authority credibly, it must operate under clear and legally sound procedures. In 2025, the Rules Committee delivered exactly that.

- Evidentiary Hearing Manual: Commissioner Coleman developed a comprehensive manual establishing clear guidelines for case advancement, hearing conduct, and decision issuance.
- Post-Hearing Refinement: Following the October hearing, the Committee began refining the manual based on real-world application.
- Initiated development of a public-facing Citizens' Guide to the evidentiary process.

**“Police discipline is no longer decided behind closed doors. This process ensures that decisions are made through a system grounded in transparency, accountability, and public trust.”**

— Cleveland Community Police Commission

#### LOOKING AHEAD

- Continue refining hearing procedures
- Resume hearing pipeline with full administrative support
- Publish the Citizens' Guide to the evidentiary process

## Committee Work in Review



### Policy Committee

Chair: Commissioner Piet van Lier

Members: Commissioners Coleman, Moreira-Benito, Rodriguez

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General Police Orders (GPOs) are the laws by which Cleveland officers operate. The Policy Committee ensures those laws are constitutional, fair, and reflective of community expectations. Every policy the CPC approves carries the force of final authority under Charter §115-5.

Policies reviewed and approved in 2025 include:

- Unmanned Aerial Systems (Drones) — Finalized governance for drone deployment, balancing operational utility with civil liberties safeguards on privacy and appropriate use.
- Automatic License Plate Readers — Established standards for ALPR use, data retention, and oversight to prevent disproportionate surveillance.
- Gunshot Detection System (ShotSpotter) — Reviewed with attention to public safety benefits and community concerns about technology reliability and racial equity.
- Special Weapons and Tactics (SWAT) — Reviewed and approved updated protocols governing one of the Division's most high-stakes operational units.
- Arrestee Restraint, Transport and Supervision — Updated standards to reduce harm and ensure dignity in custody.
- Window Tint Meters — Established objective standards to reduce disparate use of minor equipment violations as pretext for stops.
- Duties of Command Officers; Corrective Action Guidance; Weapon Clearing Traps; Safe Haven Infant-Baby Policy; Nursing Mothers Policy

#### PENDING FOR 2026

- Wearable and In-Car Camera Systems
- Vehicle Pursuit policy
- Social Media policy
- Peer Support resources
- Use of Force policy updates
- Fucus surveillance integration review

## Committee Work in Review



### Training Committee

Chair: Commissioner Untaya Miller

Members: Commissioners Mason & Chura

#### 2026–2028 TRAINING PLAN

By approving the Division’s three-year training plan, the CPC has embedded civilian oversight into the future of officer development — not just for this year, but for the next three years of training standards. This is exactly the kind of proactive, structural oversight the Charter intended.

Under Charter §115-5, the CPC holds final authority over CDP training curricula. Training shapes every interaction between law enforcement and the community. The Training Committee exercises this authority with seriousness.

- 11 Training Programs Reviewed and Approved — including Crisis Intervention Team training for dispatchers, community and problem-oriented policing, internal affairs training, and integrated reality-based scenarios.
- 2025 Training Needs Assessment — reviewed and approved, ensuring training priorities reflect current officer and community needs.
- 2026–2028 CDP Training Plan — reviewed and approved, cementing the CPC’s oversight role through 2028.

#### LOOKING AHEAD

- Host “Know Your Rights” community seminar
- Expand reality-based training observation opportunities
- Broaden community safety programming and outreach

## Committee Work in Review



### Budget & Grants Committee

Chair: Commissioner Imoh Umosen

Members: Commissioners Rodriguez & Miller

The CPC’s community grant program — funded at 0.5% of the annual CDP budget — invests in community-based safety solutions that complement, and sometimes prevent, the need for policing. In 2025, after a two-year backlog created by prior administrative gaps, this program was fully reactivated.

Working in partnership with United Black Fund of Greater Cleveland — an organization with over 40 years of grantmaking experience — the Committee reviewed and approved funding for 41 organizations, totaling \$1,044,604.

#### Grantee Spotlight

| RESTORATIVE JUSTICE  | VIOLENCE PREVENTION   | COMMUNITY MEDIATION  |
|--|---|--|
| <b>Soul Serenity</b><br><br>Provides structured housing and wraparound services for women in recovery — case management, job readiness training, peer support, and health services. Outcomes: sustained sobriety, employment, and permanent housing. | <b>R.O.A.D. GOLD</b><br><br>Reduces recidivism through Class B CDL training, job placement partnerships, and wraparound support — connecting returning citizens to living-wage employment and long-term economic stability. | <b>Cleveland Mediation Center</b><br><br>Expanding access to non-police conflict resolution. 2025 goals: increase referrals from 72 to 160 annually; expand mediations from 12 to 48 per year. |

#### LOOKING AHEAD

- Strengthen outcome tracking and reporting across funded programs
- Expand awareness of available services to increase community access
- Continue prioritizing investments that offer measurable alternatives to traditional policing

## Committee Work in Review



### Outreach Committee

Chair: Commissioner Maya Kincaid

Members: Commissioners Mason, Miller, Umosen

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As a newly seated Commission, the Outreach Committee spent 2025 simultaneously introducing the CPC to the public and building the framework for sustained, strategic community engagement going forward.

- Participated in NACOLE (National Association for Civilian Oversight of Law Enforcement) annual conference.



**Commissioners with the mother of Philando Castile, a Minnesota man that was killed during a traffic stop in 2016 and garnered national attention.**

- Participated in NOBLE (National Organization of Black Law Enforcement Executives) conference.
- Initiated development of a long-term community engagement strategy, culminating in a public survey and expanded events calendar entering 2026.

### LOOKING AHEAD

- Expand community events, forums, and ward-level partnerships
- Launch community survey and gather structured public input
- Build comprehensive outreach framework for sustained engagement

## Community Engagement

Throughout 2025, the CPC remained committed to connecting with the community it serves — even during periods of limited staffing and institutional rebuilding. Commissioners and staff made it a priority to be visible, accessible, and engaged in conversations shaping Cleveland’s public safety landscape.



CPC employee gives a pwerpoint presentation to a group of young adults interested in a career in public safety.

## Community Presence

- Attended neighborhood meetings and ward-level forums across Cleveland’s diverse communities.
- Served as speakers and discussion participants on police oversight, accountability, and community safety.
- Showed up at block parties, fundraisers, and community gatherings — creating space for residents to ask questions and share experiences.
- Participated in national conferences (NOBLE and NACOLE), learning from best practices and strengthening Cleveland’s position in the national oversight community.



CPC employees attending Cleveland’s 2025 National Night Out event.

## Challenges and Path Forward

### Commission Teambuilding Retreat

Among the most important investments the reconstituted Commission made in 2025 was an intentional team-building retreat before diving into substantive work.



#### WHAT THE RETREAT ACCOMPLISHED

Commissioners participated in structured exercises to strengthen communication norms, establish shared expectations, and build the interpersonal trust that effective deliberation requires. The retreat created space for Commissioners to connect as people — sharing the values and experiences that brought them to this work.

Meaningful oversight is never without friction. In 2025, the CPC faced challenges that tested its institutional resilience — and responded to each with clarity about its authority, its purpose, and its obligation to the public.

### Access to Records

Timely and complete access to disciplinary files and operational records remains one of the CPC's most persistent challenges. The CPC retained independent legal counsel to establish a more consistent records-sharing process with the City. Legal action remains an available option; collaborative resolution is the goal.

### Potential Consent Decree Termination

The joint motion to terminate the Consent Decree — while the Commission's own analysis suggests compliance remains below 50% — is the most significant external threat to the reform agenda in a decade. In response, the CPC filed an amicus brief and moved to intervene. Judge Oliver denied the joint termination motion — a consequential outcome.

## Challenges and Path Forward

### Funding and Resource Constraints

The CPC continues to operate with a budget that does not match the scope of its Charter responsibilities. The Commission is actively engaging City Council to demonstrate its impact and advocate for adequate resources.

### Commission Vacancies

The Commission began 2025 without quorum due to nine vacant seats, preventing formal action for the first three months of the year. Seven new Commissioners were sworn in March 10, 2025. Two vacancies remained at this report's publication. The CPC is working with city leadership to ensure timely future appointments.

### Staffing Capacity

For most of 2025, the Commission operated with severely limited staff. In January 2026, the CPC's first permanent Executive Director was sworn in. Two key staff positions were filled by mid-2025. Reaching full staffing capacity is an immediate priority.

### Public Meeting Environment

In some instances, meetings were disrupted to the point that business could not continue. The Commission is committed to maintaining meetings that are both genuinely open and functionally productive. Expanded engagement pathways — office hours, workgroups, direct communication — will continue to grow.

#### THE BIGGER PICTURE

These challenges are not unique to Cleveland. Civilian oversight bodies across the nation face coordinated resistance, resource pressure, and political friction. The CPC's response is the same as it has always been: stay grounded in the Charter, stay accountable to the community, and keep doing the work.

#### 2026 Priorities

- Reach full staffing
- Expand hearings
- Strengthen outreach
- Advance policy review
- Increase public participation

## Get Involved: Your Voice Matters

The Cleveland Community Police Commission was created with one purpose: to ensure that community voices are not only heard, but reflected in how Cleveland is policed. That work cannot happen without you. As the City considers the future of police oversight, your participation has never mattered more.

|   |   |
|---|---|
| <p><b>Attend Full Commission Meetings</b></p> <p>Participate in public comment. Every meeting is open to the public.<br/><a href="http://www.clecpc.org/calendar">www.clecpc.org/calendar</a></p>                       | <p><b>Join a Work Group</b></p> <p>Help shape policy and training recommendations on bias-free policing, accountability, and more.<br/><a href="http://www.clecpc.org/get-involved">www.clecpc.org/get-involved</a></p> |
| <p><b>Attend District Policing Committee Meetings</b></p> <p>Connect with your district’s officers and raise local public safety concerns.<br/><a href="http://www.clecpc.org/calendar">www.clecpc.org/calendar</a></p> | <p><b>Vote</b></p> <p>Elect candidates committed to police accountability and reform.<br/><a href="http://boe.cuyahogacounty.gov">boe.cuyahogacounty.gov</a></p>  |
| <p><b>Contact Your Councilperson</b></p> <p>Advocate for sustained, independent civilian oversight and adequate CPC funding.<br/><a href="http://clevelandcitycouncil.org">clevelandcitycouncil.org</a></p>             | <p><b>Office Hours and Direct Contact</b></p> <p>Connect directly with Commissioners and staff.<br/>(216) 664-7518<br/><a href="mailto:clecpc@clevelandohio.gov">clecpc@clevelandohio.gov</a></p>                       |

### A NOTE ON THIS MOMENT

As the City of Cleveland considers the potential end of the Consent Decree, your participation carries added significance. Civilian oversight under Charter §115-5 endures regardless of federal involvement. Your voice will shape what comes next. Stay engaged. Stay informed.

## In Memoriam: Ryan Walker

The CPC honors the life and legacy of Senior Policy Analyst Ryan Walker, whose impact on this Commission and the field of civilian police oversight continues to be felt.

For nearly seven years, Ryan served with unwavering dedication to this work. He played a key role in shaping Cleveland Division of Police policies, including those governing drone use and vehicle pursuits, and led the ambitious 100 Years Project, documenting a century of policing in Cleveland. His work helped provide critical context for the reforms and conversations that continue today.

Ryan was deeply passionate about the mission of the CPC. He believed in the importance of civilian oversight and in the Commission's ability to create meaningful, lasting change. That belief guided his work and inspired those around him.

Ryan's was exceptionally intelligent—holding both a bachelor's and master's degree and actively working toward his Ph.D.—but it was his character that left the most lasting impression. Ryan was thoughtful, empathetic, and genuinely committed to making others feel heard and valued. He approached every conversation with care, always striving to understand and uplift different perspectives.

Ryan's contributions laid a foundation that will continue to shape the CPC's work for years to come. Everything that follows builds upon the work he helped create.

**“His work didn't end—it continues through the impact he left behind.”**

We remember Ryan not only for what he accomplished, but for who he was—kind, driven, and deeply committed to making a difference.



**In Fond Memory:  
Ryan Michael Walker  
January 30, 1988 — October 9, 2025**

**We can't do this work without you—join us.**



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